



## PREVENTION OF SEXUAL HARASSMENT POLICY STATEMENT

Every member of our Pacific Fleet team should be treated with dignity and respect. It is our collective and individual responsibility to ensure this command is free from harassment or discrimination of any kind. If any member of this command feels that they are being subjected to sexual harassment, I want them to feel comfortable to come forward and report the situation without fear of reprisal.

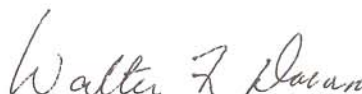
The Navy's commitment to provide a work environment free of sexual harassment is promulgated through SECNAVINST 5300.26C. Sexual harassment is defined as a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- (1) Submission to or rejection of such conduct is made, either explicitly or implicitly, a term or condition of a person's job, pay, or career, or
- (2) Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or
- (3) Such conduct interferes with an individual's performance or creates an intimidating, hostile or offensive environment.

I expect all managers and supervisors within the Pacific Fleet organization to enforce this policy through their actions. Any person in a supervisory position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay or job of an employee is engaging in sexual harassment. Supervisors and managers shall not condone or ignore sexual harassment of which they have knowledge or have reason to have knowledge.

Reported incidents of sexual harassment will be thoroughly investigated and dealt with swiftly, fairly and effectively. The individual responding to the incident is expected to maintain confidentiality to the greatest extent possible. If the alleged harassment is substantiated, immediate and appropriate action will be taken to remedy the situation. Any employee who is found to have committed sexual harassment will be subjected to discipline.

Members who believe they are being sexually harassed are encouraged to make it clear to the harasser that such behavior is offensive and unwelcome. Employees who are subject to or observe harassing behavior should immediately report the incident(s) to the appropriate supervisory level if: (1) the behavior does not stop after the harasser has been told their behavior is offensive and unwelcome; (2) the employee is uncomfortable in addressing the harasser; or (3) the behavior is severe, possibly criminal, in nature. Other avenues of redress available to employees include filing a discrimination complaint pursuant to 29 Code of Federal Regulations Part 1614 or 10 United States Code Section 1561, using the negotiated grievance procedure, if applicable, or the administrative grievance procedure. Employees may also seek advice from your organization's servicing Equal Employment Opportunity Department or Labor and Employee Relations Division, as well as the Navy's Sexual Harassment Hot Line at (1-800-253-0931).

  
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Admiral, U.S. Navy